Manpower Personnel Education & Training Center of Excellence (MPT&E CoE)

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Manpower Personnel Education & Training Center of Excellence (MPT&E CoE)

- 04 JAN 2006 Surgeon General approved Center CONOPS
- 01 OCT 2006 – a transformed NMETC with addition of 30+ BUMED M1 personnel will become MPT&E CoE
- Center will serve as the execution organization for Navy Medicine MPT&E led by a Commanding Officer
- Policy for MPT&E will reside with BUMED M1

CNO's Guidance 2006

- **Top priorities are to**:
  - Sustain our readiness for the war on terror and any other armed conflict
  - Build a fleet for future of the right size and mix of capabilities
  - *Develop 21st century leaders through a transformed manpower, personnel, training, and education organization*

- **Key related objective**:
  - Drive to Execution Sea Warrior and other ongoing manpower and personnel transformational efforts

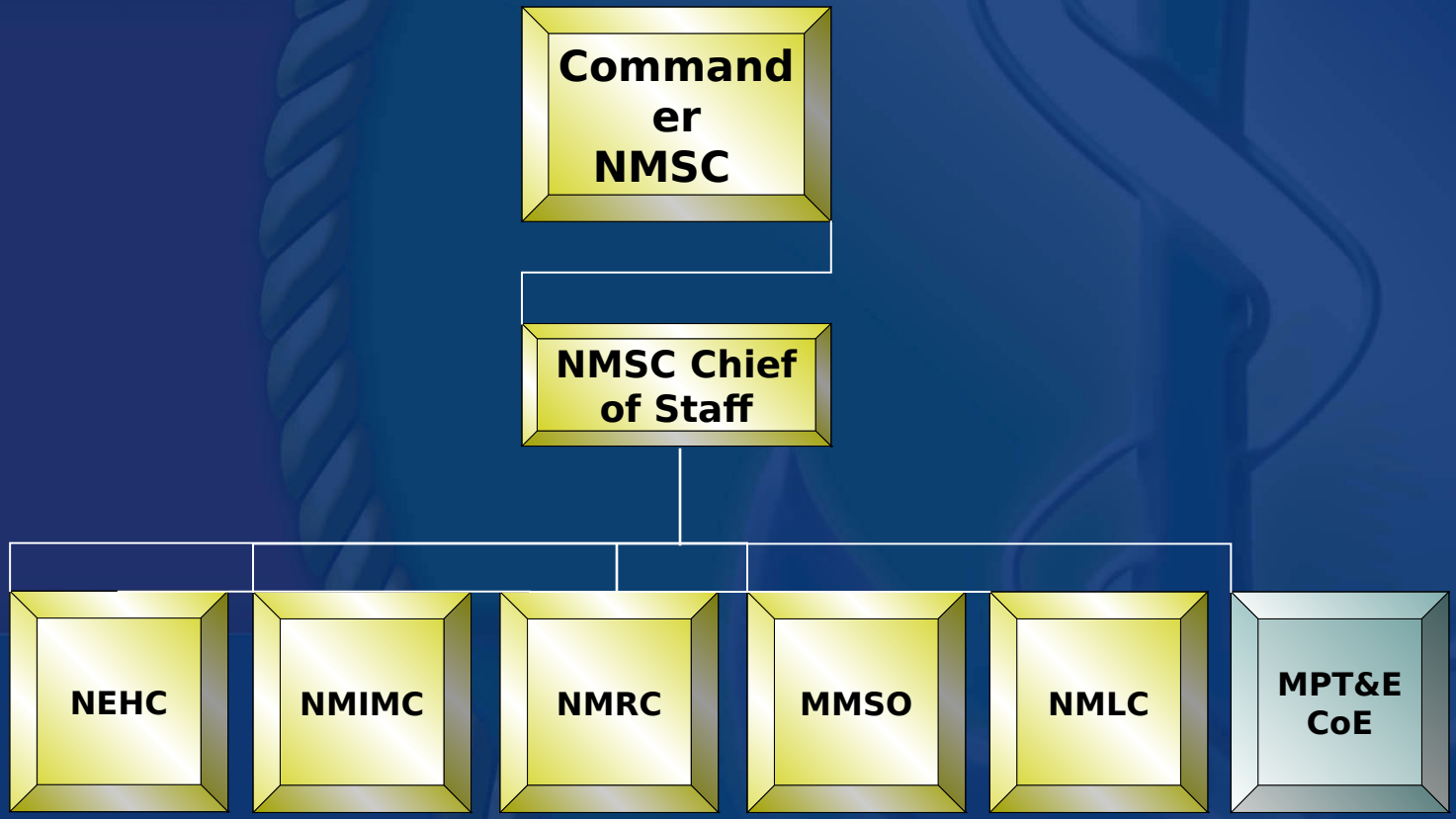
Alignment with Surgeon General

- **Top Priorities**
  - One Navy Medicine
  - Shaping Tomorrow's Force
  - Joint Capabilities

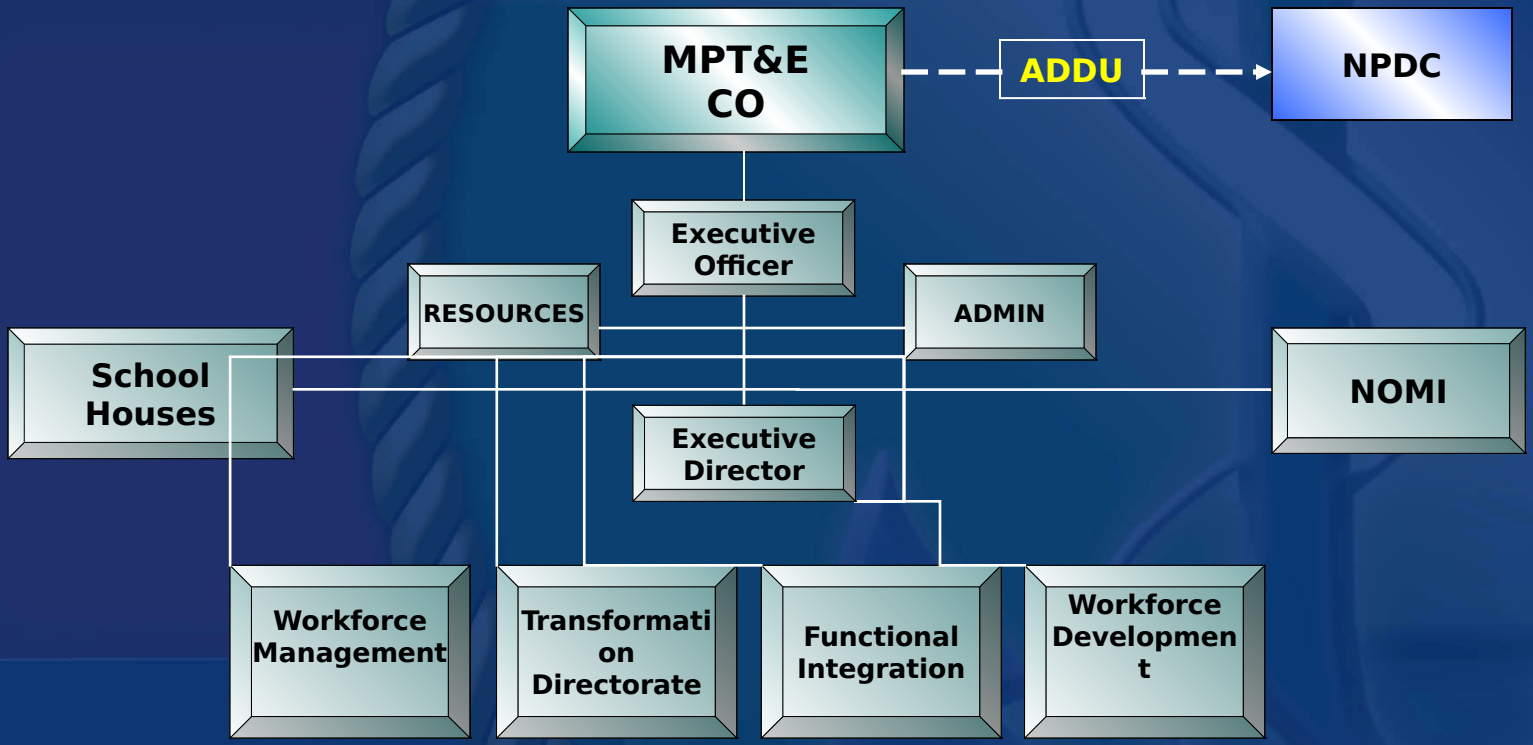
- **Measures of Performance**
  - Shape Force Structure

    "Fill the Right Positions with the Right People"

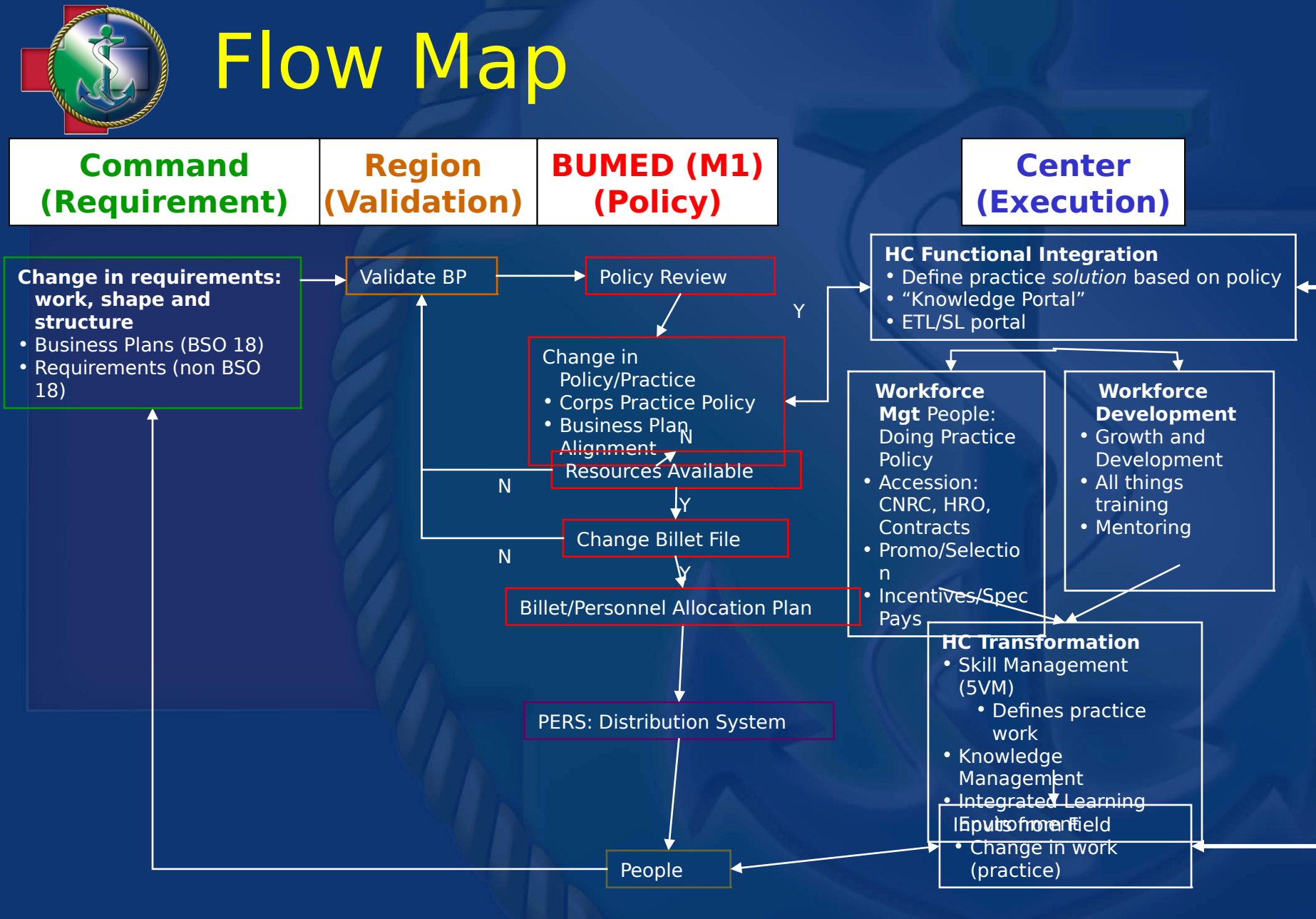
Navy Medicine Support Command
01 October 2006



MPT&E Center Structure



Flow Map


Command (Requirement)
Region (Validation)
BUMED (M1) (Policy)
Center (Execution)
Change in requirements: work, shape and structure
• Business Plans (BSO 18)
• Requirements (non BSO 18)
Validate BP
Policy Review
Y
Change in Policy/Practice
• Corps Practice Policy
• Business Plan Alignment
N
Resources Available
N
Y
Change Billet File
N
Y
Billet/Personnel Allocation Plan
PERS: Distribution System
People
HC Functional Integration
• Define practice solution based on policy
• "Knowledge Portal"
• ETL/SL portal
Workforce Mgt People: Doing Practice Policy
• Accession: CNRC, HRO, Contracts
• Promo/Selection
• Incentives/Spec Pays
Workforce Development
• Growth and Development
• All things training
• Mentoring
HC Transformation
• Skill Management (5VM)
• Defines practice work
• Knowledge Management
• Integrated Learning Environment
Inputs from field
• Change in work (practice)

Sea Warrior Near Term Product

STRATEGY FOR OUR PEOPLE

Fleet Facing Metrics

FIT

Position/Job

Now by Rating

(Future by HCO

My Course

Advance to Opening

Interactive Detailing

Certifications &

Life-Long Learning

Sailor Facing Capabiliti

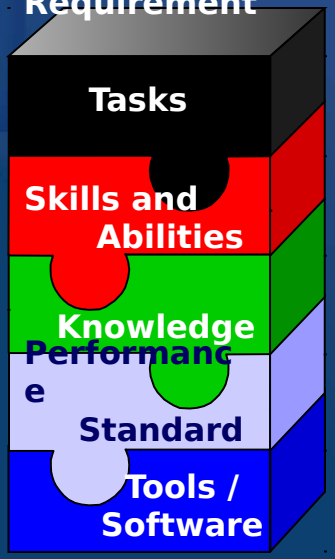
MPTE MERGER

FOUNDATIONAL IT

Matching Sailor to Job Requirements

Open Position
Clinic Manager

Human Capital Object Job Requirement

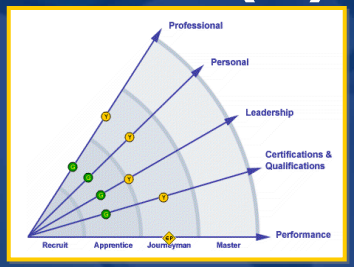


Sailor 1

Sailor 2

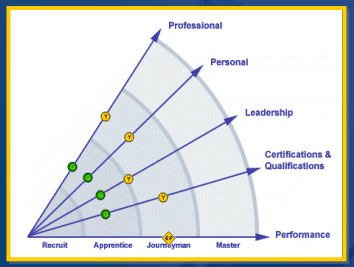
Sailor 3

Sailor (1)



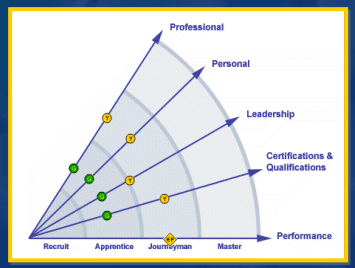
No Skill Gap

Sailor



Minimum Skill Gap

Sailor



More Skill Gap